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FISCAL IMPACT REPORT

ORIGINAL DATE 01/30/06

SPONSOR Lujan, A. LAST UPDATED _____ HB 156

SHORT TITLE Advancing Faculty Diversity SB _____

ANALYST Williams/Moser

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Non-Rec	Fund Affected
FY06	FY07		
	\$800.0	Recurring	General Fund

(Parenthesis () Indicate Expenditure Decreases)

Duplicates SB 101

Relates to SB 162 and SB 177

Relates to Appropriation in the General Appropriation Act for higher education compensation

SOURCES OF INFORMATION

LFC Files

Responses Received From

Higher Education Department (HED)

New Mexico State University (NMSU)

SUMMARY

Synopsis of Bill

House Bill 156 appropriates \$800.0 thousand from the general fund to the board of regents of New Mexico State University for expenditure in fiscal year 2007 for minority and women faculty recruitment and retention.

FISCAL IMPLICATIONS

The appropriation of \$800.0 contained in this bill is a recurring expense to the general fund. Any unexpended or unencumbered balance remaining at the end of fiscal year 2007 would revert to the general fund.

SIGNIFICANT ISSUES

NMSU submitted this funding request to the HED. NMSU notes the National Science Foundation grant has expired.

OTHER SUBSTANTIVE ISSUES

HED notes:

“The program will build upon the Best Practices initiated by the National Science Foundation-funded ADVANCE Institutional Transformation (grant) program at NMSU that have increased the number of women faculty in Science, Technology, Engineering, and Math (STEM) disciplines. Best Practices work equally well for all under-represented faculty and will enhance diversity at New Mexico State University. Best practices are:

Competitive hiring packages; Equity Advisor, Department Head, and Recruitment Committee training to foster the value of diversity; Enhanced retention and protection of human resource investment through Mentoring; Technology linkage and Economic Development through Research and Travel Awards; Leadership development to build faculty leaders; and Policies for family-friendly work environment and Dual-Career spousal accommodations. “

POSSIBLE QUESTIONS

1. What broad plan is in place by HED and the institution to address faculty compensation issues? How does this proposal fit within that plan?
2. What methodology would be used to distribute these funds?
3. What alternative sources of institutional funds are available for this purpose?

AW/mt:yr